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30 June 1969

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Training 3

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Support Directorate Seminar (Problem Solving)

REFERENCE : Your memorandum, dated 11 June 1969, subject as above

As requested, the following are submitted as problems that have from time to time over the years required the attention of this office. Some of them may be appropriate for problem-solving exercises.

a. Problem: Should the Agency provide more medical care to its employees than they are currently receiving? If so, to what extent?

Background: Public law basically determines the amount of medical service a Government employee may receive from his Agency. Administrative issuances however have authorized an agency head at his discretion to provide certain additional on-the-job services.

b. Problem: What additional measures within current authorization are indicated to improve our Agency overseas medical program?

Background: The Agency overseas medical program is almost twenty years old. It has been well accepted and there is every reason to consider it a success. It is possible, however, that certain additional measures should be considered, e.g., medical counsel for the employee who is serving at headquarters between overseas assignments.

c. Problem: Should the Agency measure the influences of an employee's dependents on his proposed assignment

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and/or career to a greater extent than at present, and if so, to what extent and how should this be done?

Background: Influence of dependents on employee performance is generally recognized in Government and industry, and the Agency has developed a system for the medical evaluation of dependents prior to the overseas assignment of the employee. There may however be other factors that should be evaluated, not only prior to overseas travel but even prior to the employee's entrance-on-duty.

d. Problem: Can and should an Agency policy be defined as to what constitutes confidential medical, security, personnel or managerial information? How should such information be handled?

Background: The ethical implications of this are a matter of continuing concern in any Government or industrial medical program. There would seem to be similar basis for concern in security, personnel and managerial activities. And the Agency undoubtedly has unique problems in this area that might be worthy of discussion.

e. Problem: Should Civil Service standards apply to evaluation of medical disability under the Central Intelligence Agency Retirement and Disability System?

Background: Under CIARDS a Board of Medical Examiners, chaired by the Director of Medical Services, submits a report to the Director of Personnel containing "the Board's evaluation of the individual's medical status in relation to the service requirements of his Career Service, whether the disability is permanent, and the Board's recommendation as to approval or disapproval of disability retirement of the participant." The very existence of CIARDS is evidence that Agency needs are considered to be different from those of Federal agencies in general. Should then standards for medical disability retirement be the same?

[Redacted Signature]

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